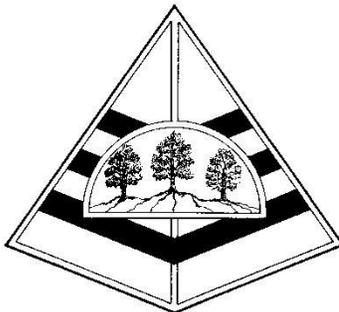


ACCESSIBILITY PLAN POLICY

FERNDOWN MIDDLE SCHOOL



Policy to be reviewed by Governor Committee:	Environment Committee
Frequency:	Annually
Reviewed:	08/10/14
Reviewed:	30/09/15
Reviewed:	
Reviewed:	
Reviewed:	
Reviewed:	

This policy has been reviewed in line with the 8 principles set out in the Single Equality Policy and an initial screening Equality Impact Assessment has been carried out.

Reviewed by Environment Committee 30th September 2015,
Ratified by Full Governing Body 25th November 2015

ACCESSIBILITY PLAN - 2012 to 2015

FERNDOWN MIDDLE SCHOOL

This document provides a framework on which schools can base their arrangements for Accessibility Plans that are compliant with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. School Governors are accountable for ensuring the implementation, review and reporting on progress of the Accessibility Plan over a prescribed period.

1. The Ferndown Middle School Accessibility Plan has been drawn based upon information supplied by the Local Authority, and in conjunction with pupils, parents, staff and governors of the school¹ and will advise other school planning documents. The Accessibility Plan will be reported upon annually in respect of progress and outcomes, and provide a projected plan for the four years period ahead of the next review date.
2. The Accessibility Plan is structured to complement and support the school's Equality Objectives, and will similarly be published on the school website. We understand that the LA will monitor the school's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.
3. We are committed to providing an environment that enables full curriculum access, that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.
4. The Ferndown Middle School Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the school in a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable. The Accessibility Plan will contain relevant and timely actions to:
 - increase access to the **curriculum** for pupils with a disability, expanding the curriculum as necessary to ensure that pupils with a disability are as, equally, prepared for life as are the able-bodied pupils; (If a school fails to do this they are in breach of duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits - it also covers the provision of specialist or **auxiliary aids and equipment**, which may assist these pupils in accessing the curriculum within a reasonable timeframe;
 - improve access to the **physical environment** of the school, adding specialist facilities as necessary - this covers improvements to the physical environment of the school and physical aids to access education within a reasonable timeframe;
 - improve the delivery of **written information** to pupils, staff, parents and visitors with disabilities; examples might include handouts, timetables, textbooks and information

¹ Include the Diocese in consultation when applicable.

about the school and school events; the information should be made available in various preferred formats within a reasonable timeframe.

5. The Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.
6. Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.
7. The Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:
 - Curriculum Policy
 - Equality Objectives (required from April 2012)
 - Single Equality Policy
 - Staff Development Policy
 - Health & Safety Policy (including off-site safety)
 - Special Educational Needs Policy
 - Behaviour Management Policy
 - School Improvement Plan
 - Asset Management Plan / Suitability Survey
 - School Brochure / Prospectus and Vision Statement
8. The Accessibility Plan for physical accessibility relates to the Access Audit of the School, which was originally undertaken by the Local Authority and subsequently updated by the school and remains the responsibility of the governing body. It may not be feasible to undertake all of the works during the life of this Accessibility Plan and therefore some items will roll forward into subsequent plans. An accessibility audit will be completed by the school prior to the end of each period covering this plan in order to inform the development of a new Accessibility Plan for the ongoing period.
9. Equality Impact Assessments will be undertaken as and when school policies are reviewed. The terms of reference for all governors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.
10. The School Brochure / Prospectus will make reference to this Accessibility Plan.
11. The School's complaints procedure covers the Accessibility Plan.
12. The School's SEN policy makes reference to the Accessibility Plan.
13. The Accessibility Plan will be published on the school website.
14. The Accessibility Plan will be monitored through the Governor Environment Committee
15. The school will work in partnership with the Local Authority in developing and implementing this Accessibility Plan and will adopt in principle the "Dorset Accessibility Strategy."
16. The Accessibility Plan may be monitored by Ofsted during Inspection processes in relation to Schedule 10 of the Equality Act 2010

Approved _____

Reviewed by Environment Committee 30th September 2015,
Ratified by Full Governing Body 25th November 2015

DATE _____

Review date _____

Accessibility Plans / updated Feb 2012

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Ferndown Middle School Accessibility Plan - 2012 to 2015: Improving the Curriculum Access

TARGET	STRATEGY	OUTCOME	TIMEFRAME	ACHIEVEMENT
To develop a CPD programme to ensure staff are knowledgeable in terms of the needs of pupils with disabilities and strategies to support them	Staff training requirements identified (Performance Management) Guest speakers, school nurse, link professionals, inset Carry out audit of the training plan and identify gaps	All teachers fully meet the requirements of disabled children's needs with regards to accessing the curriculum To review details of the training as part of the annual review.	Achieved	Increased access to an appropriate curriculum for all pupils
All out-of-school activities are planned to ensure the participation of the whole range of pupils	Review all out-of-school provision to ensure compliance with legislation Audit is carried out by PE department Staff clearly understand that all children may apply to go on trips and suitable arrangements will be made.	All out-of-school activities will be conducted in an inclusive environment with providers that comply with all current and proposed future legislative requirements To review access to trips of affected groups of pupils as part of the annual review.	Achieved	Increase in access to all school activities such as trips out, residential visits, extended schools activities and sporting events for all pupils
To ensure classrooms are optimally organised to promote the participation and independence of all pupils	Review and implement a preferred layout of furniture and equipment to support the learning process in individual class bases as new children attend the school.	Lessons start on time without the need to make adjustments to accommodate the needs of individual pupils	Achieved	More time available for pupils to participate in curriculum activities
Training for Governors in terms of Raising Awareness of Disability Issues	Provide training for governors As a start Governors have been through the accessibility plan and equality policy.	Whole school community aware of issues relating to Access	Achieved	Society will benefit by a more inclusive school and social environment

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TARGET	STRATEGY	OUTCOME	TIMEFRAME	ACHIEVEMENT
	To widen SEN knowledge			
To deploy Teaching Assistants effectively to support pupils' participation	Review needs of pupils within each class (e.g. through Dorset Matrix) and staff accordingly Ensure staff skills are matched to pupil needs	Pupils needs are appropriately met through effective deployment of skilled support staff	Achieved	All pupils are supported to achieve their full potential

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Ferndown Middle School Accessibility Plan - 2012 to 2015 Improving the Physical Access

This plan is structured in conjunction with the school's Asset Management Plan, the school Safeguarding File, the School Travel Plan, Health & Safety Audits, the Capital Build Programme and Suitability of the buildings as assessed as part of the Authority's Asset Management Plan (see <http://www.dorsetforyou.com/media.jsp?mediaid=138800&filetype=pdf>) . The plan considers the essential work necessary to ensure reasonable adjustments have been made to the fabric of the main buildings to accommodate accessibility issues. As far as possible, work has been undertaken on temporary buildings to facilitate accessibility arrangements. In some cases Health & Safety issues necessitate more prompt action.

LOCATION	ITEM TO IMPROVE PHYSICAL ACCESS	ACTIVITY	TIMEFRAME	Cost (est.) £
Approach to school	Drop kerbs, traffic calming and pedestrian crossings	Link to Travel Plan for school		
Outside areas	<ul style="list-style-type: none"> ◦ Pedestrian access ◦ Car parking ◦ Paving ◦ External lighting ◦ Delivery Vehicles / kitchen area 	<ul style="list-style-type: none"> ◦ Review Pedestrian access e.g., car park ◦ Increase number of Accessible Parking Bays in accordance with Part M standards Consider after school gates have been closed ◦ 1) Review levels, gradients, cambers and gullies in proximity to all pathways 2) Provide tactile paving at key areas not thought to be necessary ◦ Ensure lighting to Car Park and Accessibility Bays is operational, adequate, and considers pollution and local issues. Controlled by site manager ◦ Linked with H&S work to ensure safe and appropriate pedestrian access to delivery area. This will involve separating vehicle and pedestrian routes. 	Achieved	
All areas	<ul style="list-style-type: none"> ◦ Signage ◦ Contrasting colours of door furniture to aid visibility ◦ Where possible to widen doors 	<ul style="list-style-type: none"> ◦ Consider locating colour and tactile signs Replace and upgrade on rolling programme ◦ Widen doors where building structure allows 	On going	

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LOCATION	ITEM TO IMPROVE PHYSICAL ACCESS	ACTIVITY	TIMEFRAME	Cost (est.) £
	<ul style="list-style-type: none"> ◦ Introduce visibility panels to doors where required ◦ Improve classroom furniture layouts to increase access ◦ Security access ◦ Fixed hoists 	<ul style="list-style-type: none"> ◦ Assess annually depending upon classroom use ◦ Staff to be aware of mobility and H&S issues ◦ Lower security key pads to enable use by all ◦ Clear areas so that hoists can be used without obstruction <p>All will be considered where refurbishment takes place.</p>		
Main Entrance	<ul style="list-style-type: none"> ◦ Main entrance and foyer ◦ Audibility ◦ Weather shelter 	Consider installation of a loop hearing system for the counter consider as part of refurbishment as well as general disable access	By July 2013	
Corridors to Main Block	<ul style="list-style-type: none"> ◦ Remove trip hazards ◦ Observe fire exit routes ◦ Increase signage and aids for visual and hearing impaired 	Identify appropriate storage for equipment and ensure that items are not left indiscriminately Remove obstacles around signed emergency routes	Achieved	
Main Block	<ul style="list-style-type: none"> ◦ WCs ◦ Hall 	Clear areas from obstacles and inappropriate storage Check that sound system has loop	Achieved	
Classrooms	Items will be identified and added as part of the following activities	Governors Health and Safety Visit Teachers assessment of pupils' needs	On going	

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LOCATION	ITEM TO IMPROVE PHYSICAL ACCESS	ACTIVITY	TIMEFRAME	Cost (est.) £
	<ul style="list-style-type: none"> ◦ Internal doors ◦ WC 			

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Ferndown Middle School Accessibility Plan - 2012 to 2015: Improving the Delivery of Written

Information

TARGET	STRATEGY	OUTCOME	TIMEFRAME	ACHIEVEMENT
Availability of written material in alternative formats	The school will make itself aware of the services available through the LA for converting written information into alternative formats.	The school will be able to provide written information in different formats when required for individual purposes such as use of symbols, communicate in print, large print or through augmentative communication technology, contrasting colours.	Achieved	Delivery of information to disabled pupils and parents improved
Make available school brochures, school newsletters and other information for parents in alternative formats	Promote the availability in different formats for those that require it. To ensure statement is on the website that can be provided in other formats	All school information available for all through hard copy and website.	Achieved	Delivery of school information to parents and the local community improved
Raise the awareness of adults working at and for the school on the importance of using a range communications systems according to individual need	Communication audit by SALT On-going Performance Management arrangements Training on range of issues such as functional use of language, Signalong and managing SALT plans Other training as required	Awareness of target group raised	Achieved	School is more effective in meeting the needs of pupils.

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